

## Appendix A

City of Fort Smith  
Non-Uniform  
Pay Schedule for 2019

HOURLY PAY GRADE RANGES  
BUDGET YEAR 2019

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 9.77	\$ 11.64	\$ 13.51	\$ 0.37
2	\$ 10.93	\$ 13.02	\$ 15.11	\$ 0.42
3	\$ 12.06	\$ 14.39	\$ 16.71	\$ 0.47
4	\$ 13.23	\$ 15.77	\$ 18.30	\$ 0.51
5	\$ 14.39	\$ 17.14	\$ 19.89	\$ 0.55
6	\$ 15.53	\$ 18.50	\$ 21.46	\$ 0.59
7	\$ 16.67	\$ 19.87	\$ 23.07	\$ 0.64
8	\$ 17.80	\$ 21.22	\$ 24.63	\$ 0.68
9	\$ 18.96	\$ 22.60	\$ 26.24	\$ 0.73
10	\$ 20.11	\$ 23.98	\$ 27.84	\$ 0.77
11	\$ 21.27	\$ 25.35	\$ 29.43	\$ 0.82
12	\$ 21.29	\$ 26.98	\$ 32.66	\$ 1.14
13	\$ 22.40	\$ 28.38	\$ 34.35	\$ 1.20
14	\$ 23.71	\$ 30.05	\$ 36.38	\$ 1.27
15	\$ 24.81	\$ 31.44	\$ 38.06	\$ 1.33
16	\$ 26.18	\$ 33.16	\$ 40.14	\$ 1.40
17	\$ 27.27	\$ 34.56	\$ 41.84	\$ 1.46
18	\$ 28.37	\$ 35.96	\$ 43.54	\$ 1.52
19	\$ 29.49	\$ 37.39	\$ 45.29	\$ 1.58
20	\$ 30.61	\$ 38.80	\$ 46.99	\$ 1.64
21	\$ 31.73	\$ 40.21	\$ 48.69	\$ 1.70
22	\$ 32.81	\$ 41.60	\$ 50.39	\$ 1.76
23	\$ 33.94	\$ 43.03	\$ 52.11	\$ 1.82
24	\$ 35.06	\$ 44.43	\$ 53.80	\$ 1.87

BI-WEEKLY PAY GRADE RANGES  
BUDGET YEAR 2019

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 781.60	\$ 931.20	\$ 1,080.80	\$ 29.60
2	\$ 874.40	\$ 1,041.60	\$ 1,208.80	\$ 33.60
3	\$ 964.80	\$ 1,151.20	\$ 1,336.80	\$ 37.60
4	\$ 1,058.40	\$ 1,261.60	\$ 1,464.00	\$ 40.80
5	\$ 1,151.20	\$ 1,371.20	\$ 1,591.20	\$ 44.00
6	\$ 1,242.40	\$ 1,480.00	\$ 1,716.80	\$ 47.20
7	\$ 1,333.60	\$ 1,589.60	\$ 1,845.60	\$ 51.20
8	\$ 1,424.00	\$ 1,697.60	\$ 1,970.40	\$ 54.40
9	\$ 1,516.80	\$ 1,808.00	\$ 2,099.20	\$ 58.40
10	\$ 1,608.80	\$ 1,918.40	\$ 2,227.20	\$ 61.60
11	\$ 1,701.60	\$ 2,028.00	\$ 2,354.40	\$ 65.60
12	\$ 1,703.20	\$ 2,158.40	\$ 2,612.80	\$ 91.20
13	\$ 1,792.00	\$ 2,270.40	\$ 2,748.00	\$ 96.00
14	\$ 1,896.80	\$ 2,404.00	\$ 2,910.40	\$ 101.60
15	\$ 1,984.80	\$ 2,515.20	\$ 3,044.80	\$ 106.40
16	\$ 2,094.40	\$ 2,652.80	\$ 3,211.20	\$ 112.00
17	\$ 2,181.60	\$ 2,764.80	\$ 3,347.20	\$ 116.80
18	\$ 2,269.60	\$ 2,876.80	\$ 3,483.20	\$ 121.60
19	\$ 2,359.20	\$ 2,991.20	\$ 3,623.20	\$ 126.40
20	\$ 2,448.80	\$ 3,104.00	\$ 3,759.20	\$ 131.20
21	\$ 2,538.40	\$ 3,216.80	\$ 3,895.20	\$ 136.00
22	\$ 2,624.80	\$ 3,328.00	\$ 4,031.20	\$ 140.80
23	\$ 2,715.20	\$ 3,442.40	\$ 4,168.80	\$ 145.60
24	\$ 2,804.80	\$ 3,554.40	\$ 4,304.00	\$ 149.60

ANNUAL PAY GRADE RANGES  
BUDGET YEAR 2019

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 20,321.60	\$ 24,211.20	\$ 28,100.80	\$ 769.60
2	\$ 22,734.40	\$ 27,081.60	\$ 31,428.80	\$ 873.60
3	\$ 25,084.80	\$ 29,931.20	\$ 34,756.80	\$ 977.60
4	\$ 27,518.40	\$ 32,801.60	\$ 38,064.00	\$ 1,060.80
5	\$ 29,931.20	\$ 35,651.20	\$ 41,371.20	\$ 1,144.00
6	\$ 32,302.40	\$ 38,480.00	\$ 44,636.80	\$ 1,227.20
7	\$ 34,673.60	\$ 41,329.60	\$ 47,985.60	\$ 1,331.20
8	\$ 37,024.00	\$ 44,137.60	\$ 51,230.40	\$ 1,414.40
9	\$ 39,436.80	\$ 47,008.00	\$ 54,579.20	\$ 1,518.40
10	\$ 41,828.80	\$ 49,878.40	\$ 57,907.20	\$ 1,601.60
11	\$ 44,241.60	\$ 52,728.00	\$ 61,214.40	\$ 1,705.60
12	\$ 44,283.20	\$ 56,118.40	\$ 67,932.80	\$ 2,371.20
13	\$ 46,592.00	\$ 59,030.40	\$ 71,448.00	\$ 2,496.00
14	\$ 49,316.80	\$ 62,504.00	\$ 75,670.40	\$ 2,641.60
15	\$ 51,604.80	\$ 65,395.20	\$ 79,164.80	\$ 2,766.40
16	\$ 54,454.40	\$ 68,972.80	\$ 83,491.20	\$ 2,912.00
17	\$ 56,721.60	\$ 71,884.80	\$ 87,027.20	\$ 3,036.80
18	\$ 59,009.60	\$ 74,796.80	\$ 90,563.20	\$ 3,161.60
19	\$ 61,339.20	\$ 77,771.20	\$ 94,203.20	\$ 3,286.40
20	\$ 63,668.80	\$ 80,704.00	\$ 97,739.20	\$ 3,411.20
21	\$ 65,998.40	\$ 83,636.80	\$ 101,275.20	\$ 3,536.00
22	\$ 68,244.80	\$ 86,528.00	\$ 104,811.20	\$ 3,660.80
23	\$ 70,595.20	\$ 89,502.40	\$ 108,388.80	\$ 3,785.60
24	\$ 72,924.80	\$ 92,414.40	\$ 111,904.00	\$ 3,889.60

Appendix B

City of Fort Smith  
Fire Department  
Pay Schedule  
Budget Year 2019

Rank	Range	Rate	A	B	C	D	E	F
Probationary Firefighter & Firefighter	F1	Hourly	\$11.42	\$11.83	\$13.06	\$13.84	\$14.66	\$15.43
Driver	F2	Hourly	\$16.01	\$17.57				
Captain	F3	Hourly	\$19.10	\$20.92				
Captain (exempt)	F3	Monthly	\$4,827.72	\$5,288.24				
Fire Marshal Battalion Chief Training Officer	F5	Monthly	\$5,732.16	\$6,448.71				
Assistant Chief	F6	Monthly	\$7,218.54					

## Appendix C

City of Fort Smith  
Police Department  
Pay Schedule  
Budget Year 2019

Rank	Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol	Hourly	\$ 17.14	\$ 17.57	\$ 18.01	\$ 18.46	\$ 18.92	\$ 19.39	\$ 19.87	\$ 20.37	\$ 20.88	\$ 21.40
		\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.92	\$ 0.95	\$ 0.97	\$ 0.99	\$ 1.02	\$ 1.04	\$ 1.07
		\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.38	\$ 19.87	\$ 20.36	\$ 20.86	\$ 21.39	\$ 21.92	\$ 22.47
		\$ 37,440.00	\$ 38,376.00	\$ 39,332.80	\$ 40,310.40	\$ 41,329.60	\$ 42,348.80	\$ 43,388.80	\$ 44,491.20	\$ 45,593.60	\$ 46,737.60
Corporal	Hourly	Step 10	Step 11	Step 12							
		\$ 21.94	\$ 22.49	\$ 23.05							
		\$ 1.10	\$ 1.12	\$ 1.15							
		\$ 23.04	\$ 23.61	\$ 24.20							
		\$ 47,923.20	\$ 49,108.80	\$ 50,336.00							
Sergeant	Hourly	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 24.20	\$ 24.81	\$ 25.43	\$ 26.07	\$ 26.72	\$ 27.39				
		\$ 1.21	\$ 1.24	\$ 1.27	\$ 1.30	\$ 1.34	\$ 1.37				
		\$ 25.41	\$ 26.05	\$ 26.70	\$ 27.37	\$ 28.06	\$ 28.76				
		\$ 52,852.80	\$ 54,184.00	\$ 55,536.00	\$ 56,929.60	\$ 58,364.80	\$ 59,820.80				
Lieutenant	Hourly	Entry	Step 1	Step 2							
		\$ 28.76	\$ 29.48	\$ 30.22							
		\$ 1.44	\$ 1.47	\$ 1.51							
		\$ 30.20	\$ 30.95	\$ 31.73							
		\$ 62,816.00	\$ 64,376.00	\$ 65,998.40							
Captain	Annually	Entry	Step 1	Step 2	Step 3						
		\$ 66,000.00	\$ 67,650.00	\$ 69,341.25	\$ 71,074.78						
		\$ 3,300.00	\$ 3,382.50	\$ 3,467.06	\$ 3,553.74						
		\$ 69,300.00	\$ 71,032.50	\$ 72,808.31	\$ 74,628.52						
Deputy Chief	Annually	Entry	Step 1	Step 2	Step 3						
		\$ 74,628.52	\$ 76,494.23	\$ 78,406.59	\$ 80,366.75						
		\$ 3,731.43	\$ 3,824.71	\$ 3,920.33	\$ 4,018.34						
		\$ 78,359.95	\$ 80,318.94	\$ 82,326.92	\$ 84,385.09						